XEROX

APPENDIX

NOTICE PERTAINING TO RELEASE OF CLAIMS

We have attached a copy of the Champlin Refining and Chemicals, Inc. Termination Pay Plan for Salaried Employees (the "Plan"), a Description of Individuals eligible to participate in the Plan, which is required by law, a letter describing certain personal benefits under the Plan, and a Release of Claims which you must sign as a condition of receiving benefits under the Plan. You should thoroughly review and understand the effect of the Plan and the Release of Claims before acting on them.

Various state and federal laws prohibit employment discrimination based on age, sex, race, color, national origin, religion, handicap, or veteran status. These laws are enforced through the Equal Employment Opportunity Commission, the Department of Labor, and the Texas Human Rights Commission. You are advised to consult with an attorney prior to executing the Release of Claims.

Although you may execute the Release of Claims as soon as you wish, you also may take up to 45 days from your receipt of the Release of Claims to consider it. Your decision to execute the Release of Claims and accept benefits under the Termination Pay Plan will be revocable for seven days after execution, and no payment of termination pay will be made until that period has expired. Therefore, to be able to provide your termination pay to you not later than five business days after the termination of your employment, the Company must receive your executed Release of Claims at least seven days before that payment date.

RELEASE OF CLAIMS

In consideration for termination benefits under the Champlin Refining and Chemicals, Inc. Termination Pay Plan for Salaried Employees ("Termination Pay Plan") offered to me by Champlin Refining and Chemicals, Inc. ("the Company"), I, for myself and on behalf of my heirs, assigns, executors and/or administrators, hereby release the Company, its successors, assigns, affiliates, present and former direct and indirect partners, parents, employees, officers, directors, attorneys, and agents (hereinafter referred to as "Releasees") from any and all debts, liabilities, claims, demands, costs, losses, damages, back pay, or expenses of whatsoever nature which I may have or claim against any of them, whether known or unknown, which I ever had, now have, or claim to have, relating to or arising out of my employment with the Company and its predecessors or the termination of such employment, including but not limited to, claims for sex, race color, religion, national origin, handicap or age discrimination under the Civil Rights Act of 1964 (Title VII), the Age Discrimination in Employment Act of 1967, and/or the Texas Commission on Human Rights Act and claims under the Employee Retirement Income Security Act of 1974.

In further consideration of the benefits offered to me under the Termination Pay Plan, I hereby waive and release forever any right I might have to employment, reemployment or reinstatement by the Company, and I covenant not to sue or join in any suit against any of Releasees for any claim relating to or arising out of my employment with the Company and its predecessors or the termination of such employment.

Notwithstanding the foregoing release and covenant not to sue, nothing herein shall release or otherwise affect any rights I have or may hereafter have under the Termination Pay Plan or under any subsequent contractual agreement I may have with the Company.

I have carefully read and fully understand all of the provisions of this Release of Claims and the Termination Pay Plan, which together set forth the entire agreement between me and the Company, and I have full and complete capacity and intent to enter into such agreement voluntarily and without coercion, fraud or duress. I acknowledge that, in executing this Release of Claims, I have not relied on any representation, promise of future benefit, or statement of the Company or any person representing the Company, written or oral, not set forth in this document or the Termination Pay Plan.

11-20-90 /s/ A. M. Wamsley, Jr.
Date (Employee Signature)

A. M. Wamsley, Jr.
(Employee Name Typed or Printed)

11-20-90 /s/ Don Whittenberg
Date (Witness)